LST Skills Development

1. **Trust Building Skills:** Adapted from: (Tschannen-Moran. (2004). Trust Matters. San Francisco: Josey-Bass)
   1. Personal regard for others (positive intentions)
   2. Honesty
   3. Transparency (open communication, sharing power, sharing important information, sharing decision making)
   4. Reliability
   5. Competence (content and skill)
   6. Repairing broken trust
   7. Rapport
2. **Research Skills**:
   1. Locating research
   2. Identifying quality research (author credibility, source credibility, reliability and validity)
   3. Identifying trends in research (themes across studies/authors)
3. **Facilitation Skills(staff engagement/involvement)**:
   1. Understanding principles of adult learning and group behaviour
   2. For the purpose of: planning, reflecting, problem-solving, decision-making, learning content
   3. Processes: activating, goal-setting, assessing, planning, discussion/dialogue, generating ideas, summarizing/synthesizing, text/information processing, forming groups
   4. Specific strategies
4. **Communication Skills**:
   1. Key messaging (school goals, information, processes…)
   2. Knowing your intended audience
5. **Conflict Resolution Skills**:
   1. Assessing the Conflict
   2. Checking intentions
   3. Resolution process
6. **Quality Questioning & Listening Skills for Growth and Increased Ownership** :
   1. Listening Set-Asides (autobiographical, solution and inquisitive)
   2. Establishing Rapport
   3. Pausing
   4. Paraphrasing
   5. Framing quality questions
   6. Probing for specificity
7. **Data Collection & Analysis Skills:**
   1. Purpose of data
   2. When to collect data
   3. How to collect data (classroom observation, surveys, artifacts, test scores, focus groups…)
   4. How to share data
8. **Other Skills**?